

MINISTRY OF
ABORIGINAL AFFAIRS

PERFORMANCE PLAN 2000 - 2001

DOC
BC
A102
D:B8
2000/01
c.3



MINISTRY OF
ABORIGINAL AFFAIRS

PERFORMANCE PLAN
2000 - 2001

Canadian Cataloguing in Publication Data
British Columbia. Ministry of Aboriginal Affairs
Business plan. -- 1999/2000

Annual.

Report year ends Mar. 31.

ISSN 1492-4374 = Business plan - British Columbia. Ministry of Aboriginal Affairs

1. British Columbia. Ministry of Aboriginal Affairs - Periodicals.
2. Indians of North America - British Columbia - Government relations - Periodicals.
 - I. Title. II. Title: Ministry of Aboriginal Affairs business plan.

E78.B9B74

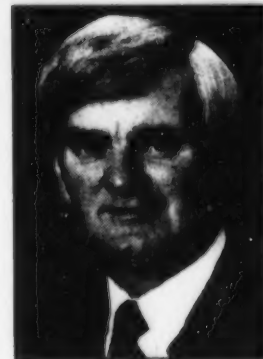
353 534'97'0971105

C00-960189-9

MESSAGE FROM THE MINISTER

It is my pleasure to introduce the Ministry of Aboriginal Affairs 2000/2001 Performance Plan.

The ministry continues to work with First Nations, the federal government, other provincial ministries and all British Columbians to make progress in treaty negotiations and foster opportunities for aboriginal people. Throughout 2000/2001 we will maintain our concerted efforts to reach agreements with First Nations communities in British Columbia.



This performance plan enables us to assess our progress in these areas and identify strategies for meeting our goals and making improvements.

The following pages outline our focus for this year as the ministry carries out its important work of building relationships with aboriginal peoples in British Columbia.

Sincerely,

A stylized, handwritten signature in dark ink, appearing to read 'Dale Lovick'.

Honourable Dale Lovick,
Minister of Aboriginal Affairs

TABLE OF CONTENTS

Introduction	1
Strategic Elements	2
Organization and Structure	3
Goals, Objectives and Performance Measures	5
Link to Government Priorities	10
Resource Allocation	12
Glossary of Terms	13



INTRODUCTION

In British Columbia very few treaties were ever settled with First Nations. As a result, the undefined nature of aboriginal rights and title in this province has led to costly litigation and other disputes regarding land and resource use. This uncertainty has hampered government's efforts to attract investment to the province and move forward with economic development and job creation. The government of British Columbia believes First Nation rights and title claims should be resolved through negotiation and not through litigation or confrontation. The public, who wants land claims resolved, supports this position.

Although the provincial government's objective is to conclude treaties with all First Nations in the province, it recognizes that some First Nations do not wish to participate in the British Columbia Treaty Commission process. In order to address these First Nations' issues and claims, the Ministry of Aboriginal Affairs, together with other provincial ministries, is engaged in consultations and other processes with these First Nations.

Aboriginal people have been living in unacceptable conditions of poverty, discrimination and neglect. They have been subject to the federal Indian Act and a reserve system that does not work. Treaty settlements are being negotiated to bring about positive changes in aboriginal communities. As a result of these settlements, First Nations will no longer be subject to the Indian Act. They will be able to govern themselves, generate their own revenue, create jobs, and foster social and economic development in their communities.

Currently, 42 First Nations are in various stages of the B.C. Treaty Commission process: five in Framework Agreement negotiations, 36 in Agreement-in-Principle negotiations, and one in Final Agreement negotiations. The Ministry of Aboriginal Affairs is negotiating treaties with First Nations and Canada on behalf of the provincial government and the citizens of British Columbia. We are committed to an open negotiating process that provides the public with information and access to negotiations and ensures third party interests are consulted about issues that affect them.

The ministry's performance plan provides an overview of the strategic context in which the ministry operates. The plan also establishes the ministry's goals, objectives and specific strategies to be implemented, and the measures against which our performance will be evaluated from April 1, 2000 to March 31, 2001. The ministry's ability to meet all of its objectives successfully may be affected by circumstances beyond our control. The ministry's objectives have been established on the assumption that it will continue operating with the human and financial resources identified in this plan throughout the planned period.

STRATEGIC ELEMENTS

VISION

All British Columbians have full access to social and economic opportunities in the province.

There is certainty regarding ownership of, and jurisdiction over, all lands and resources in British Columbia.

MISSION

Negotiate, on behalf of the provincial government and citizens of British Columbia, fair and affordable settlements to aboriginal claims that provide a foundation on which aboriginal people can improve their social and economic conditions.

Foster harmonious relations between aboriginal and non-aboriginal British Columbians.

Foster the social and economic development of aboriginal people and communities.

VALUES

- Flexibility and adaptability.
 - Fiscal responsibility.
 - Creativity and innovation.
 - Teamwork and cooperation.
 - Open and honest communication and consultation.
 - Staffing reflective of the provincial population.
 - Healthy and safe work environment.
-

ENVIRONMENTAL SCAN

Challenges facing the ministry include:

- Balancing diverse interests.
- First Nation expectations.
- Creating a stable negotiating environment.
- Fiscal pressures.
- Attracting and retaining qualified designated employment equity group employees.

Opportunities for the ministry arise from:

- Consultation among First Nations, third parties and governments builds mutual understanding and respect.
 - Increased progress in negotiations raises awareness and understanding of aboriginal issues and the government's approach to resolving claims.
 - Eliminating barriers to employment opportunities within the ministry and government enables increased representation by designated equity groups.
-

ORGANIZATION AND STRUCTURE

In order for the Ministry to meet its goals successfully the organization is structured as follows:

DEPUTY MINISTER'S OFFICE

The Deputy Minister's Office provides corporate leadership, direction and coordination; undertakes strategic planning and performance measurement; provides support to the minister; and manages corporate communications through correspondence.

COMMUNICATIONS

The Communications Branch works to raise public awareness and understanding of treaty negotiations and aboriginal issues through communication planning, development of public information materials and organizing events. The Branch responds to public inquiries and requests for information through the ministry's toll-free information line and maintains an Internet information site. The Branch also provides issues management, media monitoring and media relations services to the ministry, as well as advice and support to the minister and deputy minister.

NEGOTIATIONS DIVISION

The Negotiations Division conducts treaty negotiations; works with Canada and First Nations to resolve outstanding specific and cut-off claims; conducts other negotiations with First Nations, Metis and Off-Reserve aboriginal organizations; and negotiates and facilitates the development of interim arrangements and treaty related measures, including economic and social development initiatives. This Division ensures effective input and involvement of line ministries and other agencies, local government, and third parties in negotiations. It provides logistical and operational support to regional negotiating teams and ensures government consistency in consulting with First Nations post-Delgamuukw, providing advice and assistance to line ministries on the application of the province's consultation policy. This Division provides strategic advice to Cabinet on managing aboriginal issues and is responsible for administration of the First Citizens' Fund and Line Ministry Fund.

NEGOTIATION SUPPORT DIVISION

The Negotiation Support Division develops province-wide treaty mandates and negotiating instructions for each treaty table, and manages consultation with the Treaty Negotiation Advisory Committee and the Union of British Columbia Municipalities. The Division prepares provincial treaty settlement legislation, negotiates implementation plans, manages the closing agenda for treaties and ensures all relevant obligations undertaken by B.C. are discharged by the effective date of treaties.

The Division supports treaty tables by managing the Treaty-Related Measures Fund, providing land and resource data information, and managing the Common Land Information Base fund. This fund, available to line agencies, captures and integrates land and resource data in support of treaty negotiations and the province's response to Delgamuukw. The Division negotiates federal/provincial cost-sharing arrangements for treaties and represents the province in discussions on treaty process issues with the B.C. Treaty Commission, federal government and First Nations Summit. The Division conducts policy discussions with the Union of B.C. Indian Chiefs and First Nations Summit on issues of mutual importance and develops and manages government-wide aboriginal policies. The Division also provides strategic advice to Cabinet and support and advice to other government ministries and agencies as they develop and implement policies and programs related to aboriginal people.

CORPORATE SERVICES DIVISION

The Corporate Services Division provides services and support to the Ministry of Aboriginal Affairs and to the Ministry of Women's Equality. These services include administration, finance, human resources and employment equity, payroll, information systems, records management, and freedom of information and protection of privacy.

GOALS, OBJECTIVES AND PERFORMANCE MEASURES

GOAL 1: SETTLE FIRST NATION CLAIMS FOR ABORIGINAL RIGHTS AND TITLE IN B.C.

OBJECTIVES

PERFORMANCE MEASURES

Conclude comprehensive settlement packages that include lands, resources, cash and governance arrangements.

Number of land and cash offers tabled.

Number of Agreements-in-Principle initialed and ratified.

Increased First Nation participation in management and planning processes arising from Agreement-in-Principle and Treaty-Related Measures Agreements.

Increased First Nation economic development activity arising from Treaty Settlement, Agreements-in-Principle and Treaty-Related Measures Agreements.

Maintain public awareness and support of the treaty process.

Number of public information sessions held.

Level of public awareness of the treaty process.

Level of public and stakeholder support for the treaty process.

Number of agreements signed.

Facilitate agreements with First Nations.

Improved working relationships between government and First Nations.

Decreased disruption of third party activities.

Increased First Nation economic development.

Work with Canada and First Nations to Settle Specific/Cut-Off/Adhesion claims.

Number of Agreements signed.

First Nation ratification of Agreements.

Increased First Nation economic development.

STRATEGIES:

The ministry will use the following strategies to meet the goal and objectives identified.

Conduct negotiations at individual tables in an attempt to reach agreement on land, resource and governance issues with First Nations.

Work with the B.C. Treaty Commission, First Nations Summit and Canada to address obstacles to progress in treaty negotiations.

Conclude cost-sharing understandings with Canada on proposed individual land and cash offers.

Acquire financial and specific mandates so that land and cash offers can be made at treaty tables in support of accelerated Agreement-in-Principle negotiations.

Complete negotiations with Canada on outstanding procedures related to the existing Canada/B.C. Cost-Sharing Memorandum of Understanding for implementation costs, self-government and third party compensation.

Manage implementation of land settlements for Nisga'a, McLeod Lake and Osoyoos.

Encourage public attendance at main table negotiating sessions by advertising these sessions in local communities and participating in public information sessions.

Consult with province-wide Treaty Negotiations Advisory Committee, local government, stakeholders and other interested parties on matters relevant to the treaty process.

Provide public with factual information on Agreements-in-Principle through public meetings, published material, newspaper articles, special events, media relations, toll-free line, correspondence and ministry web site.

Work with federal and provincial agencies to negotiate agreements with First Nations not engaged in the treaty process that address issues of concern.

Conduct bilateral negotiations with a variety of First Nations on consultation, reconciliation, lands and resources issues in order to facilitate the initiation of tripartite treaty discussions.

Negotiate Treaty-Related Measures with First Nations to demonstrate commitment to the conclusion of Final Agreements.

Facilitate land exchanges among the province, First Nations and Canada.

Negotiate a resolution to specific, cut-off and adhesion claims with Canada and appropriate ministries and consult with local governments and interested parties on proposed settlements. Sign three settlement agreements.

GOAL 2: FACILITATE ABORIGINAL SOCIAL AND ECONOMIC DEVELOPMENT

OBJECTIVES

PERFORMANCE MEASURES

Create or expand aboriginal small businesses.

Number of aboriginal small businesses created or expanded.

Number of aboriginal jobs created or sustained.

Support aboriginal social development.

Number of aboriginal students obtaining a post-secondary education.

Number of bursaries awarded.

Facilitate economic opportunities for First Nations.

Number of First Nation forest opportunities created.

Number of new joint ventures between First Nations and third parties.

Facilitate support for the protection of aboriginal languages and culture.

First Peoples' Cultural Foundation dependency on government funding reduced.

Number of aboriginal languages being preserved.

Number of elders participating in aboriginal initiatives.

Facilitate cross-government implementation of National Aboriginal Youth Strategy.

Improved coordination of the provision of services for aboriginal youth.

Increased awareness of the issues and concerns of aboriginal youth.

Increased partnerships with the federal government on programs and services for aboriginal youth.

STRATEGIES:

The ministry will use the following strategies to meet the goal and objectives identified.

Provide funding to All Nations Trust Company to deliver loans to First Nations' small businesses.

Provide funding from the First Citizens' Fund to the B.C. Association of Aboriginal Friendship Centres for distribution to 23 Friendship Centres in the province to maintain Program Director positions; for distribution of transportation assistance to elders attending heritage, cultural and educational events; and to provide student bursaries to aboriginal students pursuing a post-secondary education.

Work with industry and the Ministry of Forests to create economic opportunities for First Nations in forestry.

Support joint venture operations and encourage the provision of economic development opportunities to communities.

Provide funding to the First Peoples' Cultural Foundation to establish an endowment fund for the preservation of aboriginal languages and culture.

Work with the First Peoples' Cultural Foundation on a long-term funding strategy.

Encourage coordinated efforts of appropriate ministries in implementing the National Aboriginal Youth Strategy.

Work with ministries to explore ways to integrate programs and services for aboriginal youth.

Participate with the federal government, provinces and aboriginal organizations on a national aboriginal youth conference.

GOAL 3: INVEST IN OUR HUMAN RESOURCES

OBJECTIVES

PERFORMANCE MEASURES

Increase diversity in the workplace.

Number of aboriginal employees.
Number of minority group employees.
Number of employees with disabilities.
Number of women at the senior management level.

Provide opportunities for employees to enhance their knowledge, skills and abilities.

Number of employees receiving training.
Current technology being utilized and maintained.

Healthy and Safe Working Environment.

Number of work place accidents reported.
Reduced number of health issues being raised by employees.
Number of employee accommodations made to address health issues.

STRATEGIES:

The ministry will use the following strategies to meet the goal and objectives identified above.

Undertake outreach recruitment for all out-of-service regular and auxiliary positions and participate in career fairs.

Continue with preferential hiring of members from designated groups to auxiliary positions as approved by the Human Rights Commission.

Identify and remove barriers that restrict or inhibit designated groups from being employed, advanced or trained in the ministry.

Develop and maintain the ministry's workforce through training and mentoring activities.

Enable technological changes to take place in the workplace through system upgrades and employee training.

Conduct Occupational Health and Safety workplace assessments, address health and safety issues, conduct regular evacuation drills and ensure compliance with Occupational Health and Safety regulations.

LINK TO GOVERNMENT PRIORITIES

GOVERNMENT PRIORITIES

MINISTRY GOALS AND OBJECTIVES

Stronger Economy for B.C.

Settle First Nation Claims for Aboriginal Rights and Title in B.C.

- Agreements-in-Principle that provide business and foreign investors with assurance that governments are addressing First Nations' claims to lands and resources in specific areas of the province.
- Final Agreements that establish certainty over ownership and use of lands and resources and encourage investment.
- Final Agreements that enable First Nations' tax exemptions to be phased out.
- Economic development opportunities created through negotiated agreements.

Facilitate Aboriginal Social and Economic Development.

- Aboriginal small business and job creation and expansion.
- Cross-government implementation of National Aboriginal Youth Strategy that includes initiatives for governments and aboriginal organizations to pursue and improve the social and economic profile of aboriginal youth.

Invest in our Human Resources.

- Increased diversity in the workplace enables those within designated groups to gain meaningful employment.

Health Care

Facilitate Aboriginal Social and Economic Development.

- Cross-government implementation of National Aboriginal Youth Strategy that encourages opportunities for aboriginal youth to enjoy a healthy lifestyle.
- Improved First Nation economic activity having a positive impact on health status.

Invest in our Human Resources.

- Maintaining a healthy and safe working environment.

Education

Facilitate Aboriginal Social and Economic Development.

- Aboriginal students enrolled in post-secondary institutions.
- Cross-government implementation of National Aboriginal Youth Strategy that increases participation and successful achievements in education and training for aboriginal youth.

GOVERNMENT PRIORITIES

MINISTRY GOALS AND OBJECTIVES

Family and Communities

Settle First Nation Claims for Aboriginal Rights and Title in B.C.

- Improved community relations established through negotiation and consultation.
- Certainty encourages investment and promotes family and community stability.

Facilitate Aboriginal Social and Economic Development.

- Cross-government implementation of National Aboriginal Youth Strategy that assists aboriginal youth in achieving their aspirations for an improved quality of life and strengthening of aboriginal communities.
- Preservation of aboriginal languages and culture through the First Peoples' Cultural Foundation.
- Economic and aboriginal employment opportunities through forest tenures and other initiatives.
- Aboriginal community support services through Friendship Centres.

Invest in our Human Resources.

- Providing employees with opportunities to enhance their knowledge and abilities through ongoing training and upgrading of our systems.

Protecting the Environment

Settle First Nation Claims for Aboriginal Rights and Title in B.C.

- Consultation with the Treaty Negotiations Advisory Committee provides environmental interests with the opportunity to raise environmental issues in the treaty negotiation process.

Facilitate Aboriginal Social and Economic Development.

- Interim measures agreements and treaty-related measures agreements promote First Nation participation in land use planning processes.

RESOURCE ALLOCATION

ACTIVITY	FTEs	EXPENDITURES (\$100 THOUSANDS)
Negotiations (includes special account for First Citizens' Fund and corporate FTEs for Delgamuukw consultation activities)	101	\$21,551,000
Negotiation Support (includes treaty settlement and implementation costs and corporate FTEs for treaty-related measures negotiations)	53	\$15,881,000
Corporate Services (includes the Minister's office, Deputy Minister's office, Communications, Human Resources, Finance and Administration, FOI/Records, Information Systems and Corporate Services Executive Director's office)	53	\$5,875,000
TOTALS	207	\$43,307,000

GLOSSARY OF TERMS

Environmental Scan:

This is an internal assessment of the ministry's strengths and weaknesses. It identifies external forces that can have an impact on our work and where opportunities and challenges arise that can affect our ability to accomplish our mission, goals and objectives.

Goals:

These are the ultimate ends that the ministry wants to achieve.

Mission:

This is why the ministry exists. This is what the ministry does, why we do it and for whom.

Objectives:

These are the specific results the ministry wants to achieve along the way to reaching its goals.

Performance Measures:

Can be used to indicate the degree of success the ministry has in achieving its goals and objectives.

Resource Allocation:

How financial and human resources are allocated within the ministry so that we can carry out strategies and achieve objectives.

Strategies:

Actions or activities that describe how objectives are to be achieved.

Values:

These are the ministry's core values. They define the ministry's management style, organizational values, and rules of personal and organizational behaviour.

Vision:

This reflects the ministry's preferred future for the province. This is where we are headed and influences our decision-making.